

## Carolina Employer Workplace News – Spring 2016

By Nicola Ai Ling Prall, Andreas N. Satterfield and William Robert Gignilliat, IV

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### North Carolina Legislation Removes LGBT Protections and Possible Wrongful Termination Claims

The North Carolina “Single-Sex Multiple Occupancy” Act (also known as “HB-2”) prevents cities and counties from passing their own anti-discrimination rules. It is attracting nationwide attention due to its adverse treatment of transgender persons in public accommodations, and it is being challenged in a lawsuit filed on March 28. The Act also amended the North Carolina Equal Employment Practices Act (NCEEPA), calling into question the viability of wrongful discharge in violation of public policy claims premised upon NCEEPA. Finally, the Act amended North Carolina’s wage and hour act. [Read more...](#)

### Fourth Circuit Adopts ‘But For’ Standard for Proof of Discrimination under Americans with Disabilities Act

A plaintiff’s discrimination claims under the Americans with Disabilities Act must be proven using the “but-for” standard, instead of the less demanding “motivating factor” test, the federal appeals court covering North Carolina and South Carolina has held, joining two other federal appeals courts in adopting the tougher standard of proof. [Read more...](#)

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September 1 – The Greenville employment law seminar will cover workplace issues important to employers. Save the date!

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If you have questions about these or other workplace developments, please contact a Jackson Lewis attorney in the [Greenville](#) or [Raleigh](#) office.

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